

GV137193/89-7

EXECUTIVE ORDER

NO. 89-7

CONCERNING STATE AFFIRMATIVE ACTION

SUPERSEDES EXECUTIVE ORDER 87-9

WHEREAS, the State of Arizona is dedicated to the belief in the freedom and equality of its citizens and is committed to take a leadership role in the establishment of a policy of nondiscrimination and equal opportunity; and

WHEREAS, discrimination because of race, color, sex, religion, national origin, age, disability status or political affiliation is prohibited except when any of these factors is an existing bona fide occupational qualification; and

WHEREAS, the State of Arizona seeks to ensure full and equal opportunity for minorities, women, disabled persons and Vietnam era veterans at all occupational levels of state government; and

WHEREAS, the policy to provide equal employment opportunity includes but is not limited to:

1. Hiring, placement, upgrading, transfer or demotion;
2. Recruitment, advertising and all solicitation for employment;
3. Treatment during employment;
4. Rates of pay or other forms of compensation;
5. Selection for training;
6. Layoff, termination or reinstatement;
7. State Service examination processes; and

WHEREAS, fair housing is the right for all people to have an equal opportunity to buy, rent, or live in safe, decent housing and be able to get this housing without discrimination because of race, color, sex, religion, or national origin;

WHEREAS, the State of Arizona seeks to increase the level of participation of minority owned business, small business, and women owned business in responding to and competing for awards to provide materials, services and/or construction projects for the state, and

WHEREAS, the State of Arizona seeks to enhance and promote economic growth and development in minority communities state wide, and

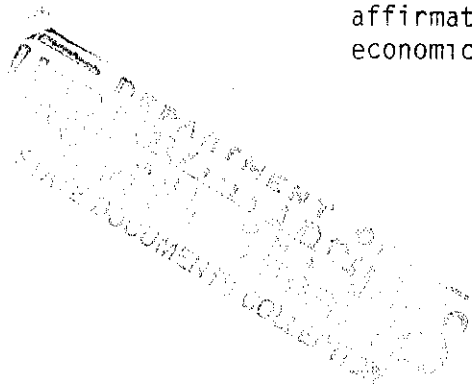
WHEREAS, the commitment to eliminate barriers to equal opportunity is specified by state and federal law; and

WHEREAS, the State of Arizona seeks to improve and enhance the quality of life for all citizens of the state;

NOW, THEREFORE, pursuant to the authority vested in me as Governor and Chief Executive of the State of Arizona, I hereby order and direct the following actions:

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GOVERNOR'S OFFICE
JAN 11 1989
10:00 AM

1. The Governor's Office of Affirmative Action shall be the agency responsible for formulating, implementing, and monitoring affirmative action policies and programs within state government;
2. The Governor's Office of Affirmative Action shall have the responsibility for the preparation, administration, and revision of the State Affirmative Action Guidelines within state government;
3. State agencies shall establish and annually update an Agency Affirmative Action Plan within the parameters of the State Affirmative Action Guidelines;
4. State agencies shall include in the Agency Affirmative Action Plan the development of reasonable goals and timetables to address under-utilization of minorities, females, and disabled persons and report their progress on a semi-annual basis to the Governor's Office of Affirmative Action;
5. The Governor's Office of Affirmative Action shall, at regular intervals, monitor and evaluate agency Affirmative Action Plans required in the State Affirmative Action Guidelines;
6. State agencies shall provide the Governor's Office of Affirmative Action all necessary information for the preparation of the State and Local Government Information Survey (EEO-4), the annual Federal report;
7. The Governor's Office of Affirmative Action shall assist state agencies in recruiting, appointing, and training equal employment opportunity liaisons;
8. The Governor's Office of Affirmative Action shall promote fair housing within the state, identify problems in the public and private sectors in achieving fair housing throughout the state, and make recommendations for state action;
9. The Governor's Office of Affirmative Action shall provide technical assistance to minority and women-owned business, to enhance and promote the growth and retention of these businesses throughout the state;
10. The Governor's Office of Affirmative Action shall cooperate with the Department of Commerce to develop and initiate programs to enhance and promote economic growth and development in low income and minority communities throughout the state;
11. The Governor's Office of Affirmative Action shall facilitate and strengthen minority and women-owned business enterprises in responding to and competing for state awards to provide materials, services, and/or construction projects;
12. State agencies shall cooperate with the Governor's Office of Affirmative Action in developing and implementing programs to use minority and women-owned business enterprises as suppliers of goods and services to the state;
13. The Director may:
 - A) On behalf of the Governor of the state, accept grants and matching funds for the conduct of programs which are designed to develop and implement equal employment opportunities, affirmative action policies and programs, and disadvantaged economic development policies and programs;



- B) Expend available funds, use its facilities and provide service to promote equal employment and economic development opportunities in state government, and to provide matching contributions under federal and other programs designed to promote equal employment practices and economic development opportunities.
14. The director shall make semi-annual reports to the Governor on its activities, its finances and the scope of its operations;
15. An Affirmative Action Advisory Board and a Minority and Women Business and Economic Development Advisory Board shall be established. Each Board shall consist of members who shall be appointed by the Governor, and who shall serve at the pleasure of the Governor. The Boards shall advise and assist the Governor's Office of Affirmative Action in carrying out its duties and responsibilities, and shall operate in concurrence with the Civil Rights Advisory Board and the Small Business Advisory Council respectively.

Executive Order No. 87-9 is hereby superseded by this Order and the force and effect of said Executive Order is hereby rescinded.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed on the Great Seal of the State of Arizona.

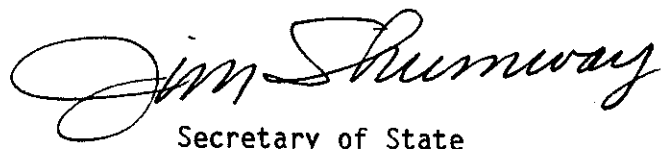


G O V E R N O R



DONE at the Capitol in Phoenix this twenty-fourth day of March in the Year of Our Lord One Thousand Nine Hundred and Eighty-Nine and of the Independence of the United States of America the Two Hundred and Thirteenth.

ATTEST:



Secretary of State

DEPARTMENT OF
LIBRARY AND ARCHIVES
STATE DOCUMENTS COLLECTION